

# CJP Event Code of Conduct



## Introduction

CJP is dedicated to creating events that reflect Jewish values including hachnasat orchim (hospitality), kavod habriot (human dignity), and arevut (responsibility for each other.) We are committed to creating a safe, respectful and welcoming environment at in-person and online events, for attendees, staff, speakers, vendors, and volunteers. We expect all participants to abide by this policy and contribute to a positive experience.

## The following behaviors are expected of participants at CJP events:

- Exercise consideration and respect in your speech and actions.
- Respect personal space and boundaries.
- Comply with event rules and instructions of CJP staff.
- Refrain at all times from unlawful harassment and offensive or disruptive behavior.
- Be mindful of your surroundings and of your fellow participants.
- Alert CJP staff if you notice inappropriate behavior, a dangerous situation, someone in distress, or violations of this policy, even if they seem minor.

## The following behaviors do not belong at CJP events:

- Harassment, intimidation, verbal abuse or offensive comments, or discrimination in any form, including based on the individual's race, color, gender, pregnancy, age, religion, national origin, ancestry, sexual orientation, gender identity, physical or mental disability, or any other characteristic protected by law.
- Sexual harassment, defined as behavior of a sexual nature, intentional or unintentional, including but not limited to unwelcome attention, inappropriate physical contact, sexual advances (verbal or physical), sexually suggestive comments, jokes, gestures, or the display of sexual images, and that has the purpose or effect of creating an environment that is hostile, offensive, intimidating or humiliating.
- Yelling at, threatening, or bullying speakers, staff, vendors or attendees.
- Using abusive, offensive, threatening, or intimidating language.
- Disruptive conduct, including interruption of a speaker, presentation, or performance.
- Advocating for, encouraging, or excusing any of the above behaviors.

## Consequences of Unacceptable Behavior

Individuals that engage in behavior that is contrary to this Code of Conduct may be asked to leave an event without a refund, with or without a verbal warning, and CJP may decline registration and/or entry to future events.

## Reporting a Concern

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify a CJP staff member as soon as possible.

## Acknowledgement

By attending the event, you agree to comply with this Code of Conduct.